Public Service Benefit Plan Act

23rd Annual Report
Year Ended March 31, 1999

BRITISH COLUMBIA

Public Service Employee Relations Commission

DOC
BC
S8P9
B
1998/99
rev.
c.3

LEGISLATIVE LIBRARY
VICTORIA, BC V8V 1X4

Revised 5/6/2000

BRITISH COLUMBIA

June 23, 2000

Government Publications Division
Legislative Library
Parliament Buidlings
Victoria BC V8V 1X4

A typographical error was discovered post-printing in the 23rd Annual Report pursuant to the *Public Service Benefit Plan Act*. All data and statistics remain as originally reported.

Please replace the previously distributed copy with the enclosed revised version of the report.

Yours truly,

Jennifer Herberholz
A/Document Analyst

Enclosure

Public Service Employee Relations Commission
Corporate Pay & Benefits
Mailing Address:
PO Box 9404 Stn Prov Govt
Victoria BC V8W 9V1
Location:
548 Michigan Street
Victoria BC

3 3298 00231 4285

PROVINCE OF BRITISH COLUMBIA

TWENTY-THIRD ANNUAL REPORT

pursuant to the

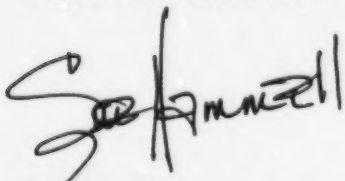
PUBLIC SERVICE BENEFIT PLAN ACT

YEAR ENDED MARCH 31, 1999

To: The Honourable Garde B. Gardom
Lieutenant-Governor of the Province of British Columbia

YOUR HONOUR:

The undersigned respectfully submits the Annual Report of the business done pursuant to the *Public Service Benefit Plan Act* during the fiscal year ended March 31, 1999.



Sue Hammell
Minister of Multiculturalism and Immigration and
Minister Responsible for the Public Service

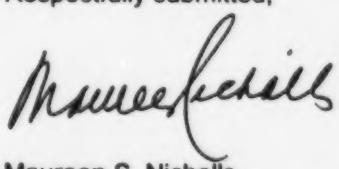
March 23, 2000

Honourable Sue Hammell
Minister of Multiculturalism and Immigration and
Minister Responsible for the Public Service
Victoria, British Columbia

Dear Minister Hammell:

I am pleased to submit the Annual Report of the business done by the Public Service Employee Relations Commission pursuant to the *Public Service Benefit Plan Act* during the fiscal year ended March 31, 1999.

Respectfully submitted,



Maureen S. Nicholls
Commissioner

March 21, 2000

INTRODUCTION

This annual report represents business done under the *Public Service Benefit Plan Act* during the 1998/99 fiscal year.

As the employer, the Province establishes group insurance benefits for its employees under the authority of the *Public Service Benefit Plan Act* and the attendant Regulations. These insurance benefits are extended to other Public Sector Employers under the same authorities. Details of the insurance arrangements of each benefit plan and the participating employers are set out in the Regulations. The benefit plans cover all eligible employees during active employment, while in receipt of long term disability benefits, and in some cases, after retirement. This information is detailed within each benefit section of this report.

The Public Service Employee Relations Commission (PSERC) is responsible for implementing the *Public Service Benefit Plan Act* and its Regulations. PSERC manages and administers the benefit plans, develops policy, and negotiates contracts with the insurance companies. The benefits are funded through a $1000 Vote that recovers the benefit costs from ministries (and some participating employers) in the form of a charge-back as a percentage of payroll. Other participating employers pay the actual costs for the benefits provided to their employees.

PSERC is committed to carry out its duties in a fair, efficient and cost effective manner. Containment of benefit costs is a priority and is an ongoing process that encompasses a number of initiatives such as: improvements to administrative processes, programs to facilitate an early return to work of previously disabled employees, re-tendering of insurance contracts, referenced based pricing of prescription drugs, and collective bargaining initiatives.

Employers participate in different plans; consequently, the enrolment numbers are reported within each benefit section.

Employers participating in some, or all, of the employee benefits plans include:

- Province of British Columbia
- Members of the Legislative Assembly
- BC Mental Health Society
- BC Securities Commission
- BC Transportation Financing Authority
- British Columbia Buildings Corporation
- British Columbia Ferry Corporation
- British Columbia Housing Management Commission
- British Columbia Trade Development Corporation
- British Columbia Treaty Commission
- Columbia Power Corporation
- Emergency Health Services Commission
- Employment Standards Tribunal
- First Peoples' Cultural Foundation
- Fisheries Renewal BC
- Forest Practices Board
- Forest Renewal BC
- Government House
- Highway Constructors Limited
- Industry Training and Apprenticeship Commission
- Islands Trust
- Jobs and Timber Accord
- Labour Relations Board
- Oak Bay Lodge
- Okanagan Valley Tree Fruit Authority
- Professional Employees Association
- Provincial Capital Commission
- Public Sector Employers' Council
- Public Service Appeal Board
- Regional Health Boards and Community Health Services Societies
- Science Council of BC
- The BC Government Employee and Service Employees' Union
- The Union of Psychiatric Nurses
- Tillicum & Veterans Care Society
- Tourism BC

PUBLIC SERVICE BENEFIT PLAN ACT

TABLE OF CONTENTS

For the Year
April 1, 1998 to March 31, 1999

PART I	MEDICAL SERVICES PLAN OF BRITISH COLUMBIA Summary Schedule 1 - Participation Analysis Schedule 2 - Expenditure Analysis Schedule 3 - 5 Year Comparative Analysis
PART II	EXTENDED HEALTH CARE PLAN Summary Schedule 1 - Participation Analysis Schedule 2 - Claims Analysis Schedule 3 - 5 Year Comparative Analysis
PART III	DENTAL PLAN Summary Schedule 1 - Participation Analysis Schedule 2 - Claims Analysis Schedule 3 - 5 Year Comparative Analysis
PART IV	GROUP LIFE INSURANCE PLAN Summary Schedule 1 - Claims Analysis Schedule 2 - Financial Summary Schedule 3 - 5 Year Comparative Analysis
PART V	LONG TERM DISABILITY PLAN Summary Schedule 1 - Claims Analysis Schedule 2 - Statement of Net Assets Available for Benefits Schedule 3 - Statement of Changes in Net Assets Available for Benefits Schedule 4 - 5 Year Comparative Analysis

PUBLIC SERVICE BENEFIT PLAN ACT

PART I

MEDICAL SERVICES PLAN OF BRITISH COLUMBIA

For the Year
April 1, 1998 to March 31, 1999

PUBLIC SERVICE BENEFIT PLAN ACT

MEDICAL SERVICES PLAN OF BRITISH COLUMBIA

SUMMARY OF BENEFITS AND PREMIUMS

For the Year
April 1, 1998 to March 31, 1999

Benefits:

The Medical Services Plan provides protection by paying for medically required services of physicians or surgeons and physiotherapy and chiropractic services. Other Ministry of Health benefits include coverage for hospital accommodations, hospital services and expenses such as laboratory tests, and partial reimbursement of specific medications.

Enrolment:

Enrolment numbers as at March 31, 1999 total 48,050, which includes employees of the direct Public Service, Province of British Columbia, (active and on Long Term Disability), pensioners and employees from other participating employer groups.

Financial Arrangement:

The Medical Services Plan expense is based on a monthly premium arrangement. This benefit is 100% employer paid. The monthly premiums for the reporting period were:

Single	Couple	Family
$36.00	$64.00	$72.00

Carrier:

Medical Services Plan of British Columbia

PUBLIC SERVICE BENEFIT PLAN ACT

MEDICAL SERVICES PLAN

SCHEDULE NO. 1

PARTICIPATION ANALYSIS

As At March 31, 1999

	Single	Couple	Family	Total
BC Public Service Active Employees	8,134	8,348	11,060	27,542
Long Term Disability (LTD) Recipients	498	448	193	1,139
Pensioners	8,490	10,546	333	19,369
Total	**17,122**	**19,342**	**11,586**	**48,050**

PUBLIC SERVICE BENEFIT PLAN ACT

MEDICAL SERVICES PLAN

SCHEDULE NO. 2

GROSS EXPENDITURES ANALYSIS

For the Year April 1, 1998 to March 31, 1999

Total Expense **$31,857,457**

BC Public Service Active Employees	$ 19,821,444	62.22%
Long Term Disability (LTD) Recipients	725,624	2.28%
Pensioners	11,310,389	35.50%
Total	**$ 31,857,457**	**100.00%**

PUBLIC SERVICE BENEFIT PLAN ACT
MEDICAL SERVICES PLAN
SCHEDULE NO. 3
GROSS EXPENDITURE
5 YEAR COMPARATIVE ANALYSIS

Cost Factors:

Medical Services Plan costs are premium based and change according to the number of members covered, and by the status of those members. Costs are affected by the total number of employees and dependents enrolled in the plan and the mix of single, couple and family coverage.

	1994/95	1995/96	1996/97	1997/98	1998/99	Percentage Increase/Decrease FY99/FY98
Active	$ 20,450,935	$ 21,597,884	$ 22,673,849	$ 23,625,712	$ 19,821,444	(16.1)
LTD	737,647	767,197	776,336	623,250	725,624	16.4
Pensioners	9,007,406	10,189,010	10,176,132	11,010,305	11,310,389	2.7
Total	**$ 30,195,988**	**$ 32,554,091**	**$ 33,626,317**	**$ 35,259,267**	**$ 31,857,457**	**(9.6)**

PUBLIC SERVICE BENEFIT PLAN ACT

PART II

EXTENDED HEALTH CARE

For the Year
April 1, 1998 to March 31, 1999

PUBLIC SERVICE BENEFIT PLAN ACT

EXTENDED HEALTH CARE PLAN

SUMMARY OF BENEFITS AND CLAIMS

For the Year
April 1, 1998 to March 31, 1999

Benefits:

The Extended Health Plan is designed to partially reimburse specified medical expenses which are not covered by the Medical Services Plan, the Hospital Insurance Program, or the Pharmacare program. Eligible expenses include: charges for prescription drugs, the cost of emergency ambulance services, fees of a Physiotherapist, Chiropractor, Naturopathic Physician or Registered Psychologist. The benefit also provides partial reimbursement of eyeglasses, hearing aids, and reasonable charges for physicians in emergency cases while travelling outside British Columbia. Direct-pay through Blue Net provides for point-of-sale reimbursement on prescription drugs.

Enrolment:

Enrolment numbers as at March 31, 1999 total 58,756, which includes employees of the Province of British Columbia (active and on Long Term Disability), pensioners and employees from other participating employer groups.

Financial Arrangement:

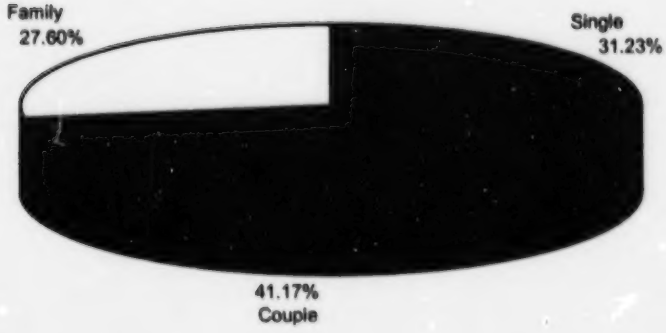
The Extended Health Care Plan is financed on a "cost-plus" basis, consisting of an administration charge (based on a percentage of claims paid), plus time, materials, postage, and interest costs. Effective January 1, 1997, the administration charge is 3.5% of claims paid for prescription drugs and 4.25% of all other paid claims. This benefit is 100% employer paid.

Claims Administrator:

Pacific Blue Cross

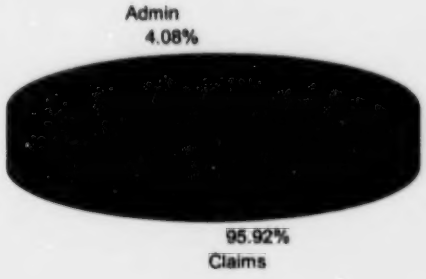
PUBLIC SERVICE BENEFIT PLAN ACT
EXTENDED HEALTH CARE PLAN
SCHEDULE NO. 1
PARTICIPATION ANALYSIS
As At March 31, 1999

	Single	Couple	Family	Total
BC Public Service Active Employees	7,958	10,639	13,216	31,813
Other Participating Employers	1,262	1,725	2,328	5,315
Long Term Disability Recipients	485	570	283	1,338
Pensioners	8,642	11,258	390	20,290
Total	**18,347**	**24,192**	**16,217**	**58,756**



PUBLIC SERVICE BENEFIT PLAN ACT
EXTENDED HEALTH CARE PLAN
SCHEDULE NO. 2
CLAIMS ANALYSIS
For the Year April 1, 1998 to March 31, 1999

Total Expense	**$ 21,273,799**
Claims	$ 20,406,522
Administration	867,277
Total	**$ 21,273,799**



BC Public Service Active Employees	$ 11,682,604
Other Participating Employers	1,550,634
Long Term Disability (LTD) Recipients	1,214,826
Pensioners	6,825,735
Total	**$ 21,273,799**

PUBLIC SERVICE BENEFIT PLAN ACT
EXTENDED HEALTH CARE
SCHEDULE NO. 3
GROSS EXPENDITURE
5 YEAR COMPARATIVE ANALYSIS

Cost Factors:

Extended Health Care costs such as drugs, medical equipment, eyeglasses, hearing aids, diabetic supplies, physiotherapy and other expenses are increasingly used as the population ages. These costs are being impacted by the increased use, and frequency of use, of the services by the large baby boom generation as they grow older. Costs are impacted by the number of employees, pensioners and dependents covered under the plan. Drugs not reimbursed under other programs and new drugs including significant medical breakthroughs are much more expensive. These total medical costs continue to rise at a rate much higher than the Consumer Price Index.

	1994/95	1995/96	1996/97	1997/98	1998/99	Percentage Increase/Decrease FY99/FY98
Active	$ 6,569,046	$ 7,756,633	$ 8,499,690	$ 10,870,017	$ 11,682,604	7.5
Other	880,674	1,157,190	894,816	1,634,568	1,550,634	(5.1)
LTD	613,123	715,497	821,772	1,024,321	1,214,826	18.6
Pensioners	2,472,938	3,208,135	3,850,469	6,061,343	6,825,735	12.6
Total	**$ 10,535,781**	**$ 12,837,455**	**$ 14,066,747**	**$ 19,590,249**	**$ 21,273,799**	**8.6**

PUBLIC SERVICE BENEFIT PLAN ACT

PART III

DENTAL PLAN

For the Year
April 1, 1998 to March 31, 1999

PUBLIC SERVICE BENEFIT PLAN ACT

DENTAL PLAN

SUMMARY OF BENEFITS AND CLAIMS

For the Year
April 1, 1998 to March 31, 1999

Benefits:

The Dental Plan provides financial assistance for dental expenses incurred by eligible employees as follows:

PART A	PART B	PART C
Diagnostic services	Crowns	Orthodontics
Preventive services	Bridges	
Endodontics	Dentures	
Periodontic services		
Oral surgery		
Restorative services		
Prosthetic repair services and relines		

The percentage of expenses covered, based on the Pacific Blue Cross fee schedule, are Part A 100%, Part B 60% and Part C 50%.

Information on the pensioner dental plan can be obtained from the Superannuation Commission of British Columbia.

Enrolment:

Enrolment numbers as at March 31, 1999 total 38,466, which includes employees of the Province of British Columbia, (active and on Long Term Disability), and employees from other participating employer groups. This dental plan does not cover Pensioners.

Financial Arrangement:

The Dental Plan is financed on a "cost-plus" basis, consisting of an administration charge (based on a percentage of claims paid), plus time, postage, materials, and interest costs. Effective January 1, 1997, the administration charge is 1.9% of claims paid. This benefit is 100% employer paid.

Carrier:

Pacific Blue Cross

PUBLIC SERVICE BENEFIT PLAN ACT

DENTAL PLAN

SCHEDULE NO. 1

PARTICIPATION ANALYSIS

As At March 31, 1999

	Single	Couple	Family	Total
BC Public Service Active Employees	7,958	10,639	13,216	31,813
Other Participating Employers	1,262	1,725	2,328	5,315
Long Term Disability Recipients	485	570	283	1,338
Total	**9,705**	**12,934**	**15,827**	**38,466**

PUBLIC SERVICE BENEFIT PLAN ACT

DENTAL PLAN

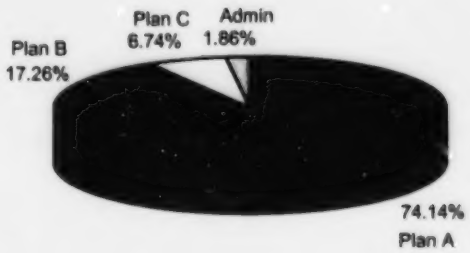
SCHEDULE NO. 2

CLAIMS ANALYSIS

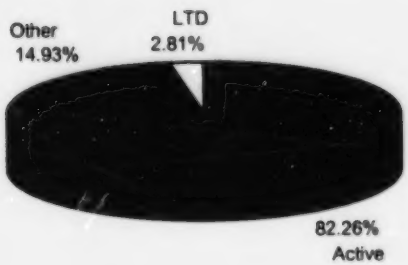
For the Year April 1, 1998 to March 31, 1999

Total Expense	**$ 30,142,339**

Plan A	$ 22,348,409
Plan B	5,201,755
Plan C	2,030,149
Administration	562,026
Total	**$ 30,142,339**



BC Public Service Active Employees	$ 24,794,614
Other Participating Employers	4,499,363
Long Term Disability (LTD) Recipients	848,362
Total	**$ 30,142,339**



PUBLIC SERVICE BENEFIT PLAN ACT
DENTAL PLAN
SCHEDULE NO. 3
GROSS EXPENDITURE
5 YEAR COMPARATIVE ANALYSIS

Cost Factors:

Dental Plan costs are affected by the number of employees and dependents enrolled in the plan and the amount the plan is used. The utilization rates are affected by the demographics of the plan members. Reimbursement is made in accordance with the Pacific Blue Cross Dental Fee Schedule which is adjusted annually. Changes to the Plan coverage are reflected in the reduced costs.

	1994/95	1995/96	1996/97	1997/98	1998/99	Percentage Increase/Decrease FY99/FY98
Active	$ 25,384,052	$ 27,602,294	$ 28,785,978	$ 26,233,507	$ 24,794,614	(5.5)
Other	3,945,869	4,515,263	3,681,768	5,313,551	4,499,363	(15.3)
LTD	687,545	741,641	778,205	768,501	848,362	10.4
Total	**$ 30,017,466**	**$ 32,859,198**	**$ 33,245,951**	**$ 32,315,559**	**$ 30,142,339**	**(6.7)**

PUBLIC SERVICE BENEFIT PLAN ACT

PART IV

GROUP LIFE INSURANCE PLAN

For the Year
April 1, 1998 to March 31, 1999

PUBLIC SERVICE BENEFIT PLAN ACT

GROUP LIFE INSURANCE PLAN

SUMMARY OF PREMIUMS AND BENEFITS

For the Year
April 1, 1998 to March 31, 1999

Benefits:

Upon the death of an insured employee, the Group Life Insurance Plan provides a payment to that employee's designated beneficiary or estate.

This benefit includes a funeral advance payment provision, a terminally ill advance payment provision and an accidental dismemberment clause. Spouse and dependent coverage is available on an optional basis to all employee groups.

The coverage is a multiple of the employee's annual salary computed at either two or three times the annual salary, which is determined by their employment category. Minimum coverage levels are $40,000 (Nurses), $50,000 (BC Ferry Corporation) or $65,000 (all other employees).

Enrolment:

The number of insured lives as at March 31, 1999 total 45,485, with life insurance coverage to a total value of $5,269,580,292. Enrolment numbers include participants from the Province of British Columbia and other participating employer groups.

Financial Arrangement:

The Group Life Insurance Plan is financed on a premium basis, with a premium rate of 17¢ per $1,000 per month for insurance.

The cost of this benefit is shared between the employee and the employer, with the employer paying the premium for the minimum coverage and the employee paying the premium for coverage in excess of the minimum.

The carrier retention fee includes .26% of premiums (maximum $20,000), plus .25% of premiums, plus $135 per claim, plus $40 per conversion.

Carrier:

The Great-West Life Assurance Company

PUBLIC SERVICE BENEFIT PLAN ACT
GROUP LIFE INSURANCE PLAN
SCHEDULE NO. 1
CLAIMS ANALYSIS
For the Year April 1, 1998 to March 31, 1999

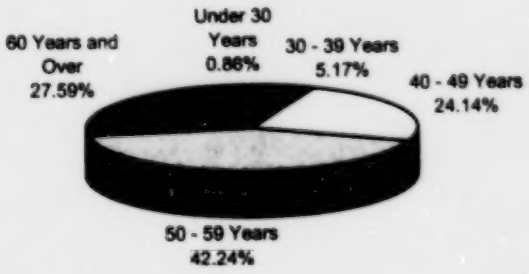
Total Amount of Claims **$10,120,000**

Total Number of Claims

Male	66
Female	50
Total	**116**

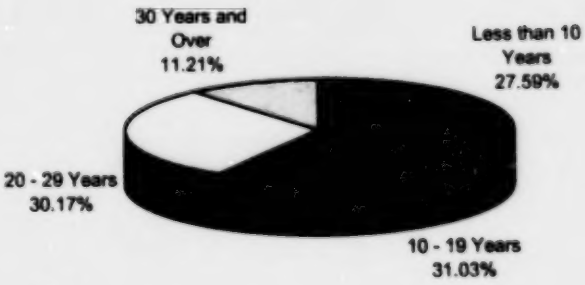
Age At Death

	Number	Amount of Claim
Under 30 Years	1	$ 65,000
30 - 39 Years	6	504,000
40 - 49 Years	28	2,291,500
50 - 59 Years	49	4,719,500
60 Years and Over	32	2,540,000
Total	**116**	**$ 10,120,000**



Length of Service

	Number	Amount of Claim
Less than 10 Years	32	$ 2,554,000
10 - 19 Years	36	3,030,000
20 - 29 Years	35	3,079,000
30 Years and Over	13	1,457,000
Total	**116**	**$ 10,120,000**



PUBLIC SERVICE BENEFIT PLAN ACT
GROUP LIFE INSURANCE PLAN
SCHEDULE NO. 2
FINANCIAL SUMMARY
For the Year Ending March 31, 1999

FUNDING

Premiums	$ 10,095,301
Interest Received on Surplus	268,410
Interest on Cash Flow	160,601
Total	**$ 10,524,312**

EXPENDITURES

Employee Death Claims	$ 10,120,000
Disabled Life Death Claims	-
Dependent Death Claims	308,000
Advance Payments	30,000
Dismemberment Claims	-
Conversion Charges	57,725
Interest on Claim Payments	43,569
Assurance Company Retention	66,533
Benefit Premium Tax	213,105
Total	**$ 10,838,932**

Fund Balance at Beginning of Year	$ 16,172,431
Net Gain/Loss	(314,620)
Fund Balance at End of Year	**$ 15,857,811**

RESERVES

	Advanced Death Claim Reserve	Callable Refund Deposits	Disabled Life Reserve (1)	Surplus	Fund Balance
Beginning Balance	$ 624,259	$ 2,352,451	$ 94,000	$ 13,101,721	$ 16,172,431
Increase/(Decrease)	14,741	(394,169)	-	64,808	(314,620)
Ending Balance	$ 639,000	$ 1,958,282	$ 94,000	$ 13,166,529	$ 15,857,811

(1) This Reserve was established for claimants under former policies 6878GL(1), 6878GL(2) and 6878GL(3)

PUBLIC SERVICE BENEFIT PLAN ACT
GROUP LIFE INSURANCE PLAN
SCHEDULE NO. 3
GROSS EXPENDITURE
5 YEAR COMPARATIVE ANALYSIS

Cost Factors:

The Group Life Plan costs arise from death and dismemberment claims. The total cost is determined by the number of such claims and the amount of each claim. The benefit formula is based on salary, therefore as salaries increase, the cost of claims increases.

Year	# of Claims	Gross Expenditure	Percentage Increase(Decrease) to Gross Expenditure
1994/95	78	$ 7,464,834	
1995/96	110	$ 9,267,068	24.4
1996/97	96	$ 8,530,767	(8.0)
1997/98	84	$ 7,496,021	(12.1)
1998/99	116	$10,120,000	35.0

PUBLIC SERVICE BENEFIT PLAN ACT

PART V

LONG TERM DISABILITY PLAN

For the Year
April 1, 1998 to March 31, 1999

PUBLIC SERVICE BENEFIT PLAN ACT

LONG TERM DISABILITY PLAN

SUMMARY OF BENEFITS AND CLAIMS

For the Year
April 1, 1998 to March 31, 1999

Benefits:

The Long Term Disability Plan provides income to employees who become totally disabled due to illness or injury. Benefits are payable to a disabled employee after the employee has been totally disabled for at least seven months. The one exception to the seven month provision is for those employees of the BC Ferry Corporation who are eligible for benefits after six months absence due to total disability.

The monthly benefit (on average) is equal to 68.3% on the first $2,350 of monthly earnings and 50% of monthly earnings in excess of $2,350. Benefits are paid until the employee recovers, resigns, retires, dies, or terminates employment.

Employees on long term disability continue to accrue pensionable service and are covered by the Group Life Insurance Plan, Dental Plan, Extended Health Care Plan and Medical Services Plan.

Enrolment:

This benefit is extended to employees of the Province of British Columbia and to employees of other participating employer groups. There is no enrolment process prior to receipt of a long term disability claim for adjudication.

Financial Arrangement:

The Long Term Disability Plan is funded through participating Employer contributions which are based on a percentage of payroll using an actuarial review of experience. These contributions are deposited in the Long Term Disability Plan and invested by Provincial Treasury who establish and maintain reserves. Expenses are debited to the plan as required. This benefit is 100% employer paid.

An actuarial valuation is performed on the Long Term Disability Plan at least every three years or when there is a significant adjustment to plan claim experience.

The Long Term Disability Plan pays any required contributions to continue the employee coverage under the Group Life Insurance Plan, Dental Plan, Extended Health Care Plan and Medical Services Plan.

Carrier:

The Great-West Life Assurance Company

Note: Audited Long Term Disability financial statements available in Public Accounts.

PUBLIC SERVICE BENEFIT PLAN ACT

LONG TERM DISABILITY PLAN

SCHEDULE NO. 1

CLAIMS ANALYSIS

For the Year April 1, 1998 to March 31, 1999

Month	New Claims Submitted	Re-opened Claims	Terminated Claims	New Claims Declined
April 1998	46	10	31	10
May	51	12	35	2
June	40	22	40	12
July	59	10	27	11
August	44	12	35	8
September	42	12	29	21
October	39	2	35	11
November	55	15	37	14
December	38	18	30	12
January 1999	39	19	43	7
February	44	20	33	11
March	42	14	26	6
TOTAL	**539**	**166**	**401**	**125**

Month	Open Claims at Month End	Claims with First Payment Made in Month	Claims Starting new 12 Month Period
April 1998	1,305	34	102
May	1,331	41	84
June	1,341	33	93
July	1,372	40	72
August	1,383	24	113
September	1,386	34	100
October	1,381	14	98
November	1,400	43	109
December	1,412	34	107
January 1999	1,420	46	102
February	1,438	46	93
March	1,460	31	83
TOTAL		**420**	**1,156**

PUBLIC SERVICE BENEFIT PLAN ACT
LONG TERM DISABILITY PLAN
SCHEDULE NO. 2
STATEMENT OF NET ASSETS
AVAILABLE FOR BENEFITS
AS AT MARCH 31, 1999

	($ thousands)
ASSETS	
Investments	$ 192,154
Receivables	
Employers' Contributions	1,822
Accrued Investment Income	48
Recoveries Receivable	50
Accounts Receivable	542
Cash	-
Total Assets	$ 194,616
LIABILITIES	
Outstanding Cheques	$ 380
Prepaid Contributions	58
Accounts Payable	2,644
Total Liabilities	$ 3,082
NET ASSETS AVAILABLE FOR BENEFITS	$ 191,534

PUBLIC SERVICE BENEFIT PLAN ACT
LONG TERM DISABILITY PLAN
SCHEDULE NO. 3
STATEMENT OF CHANGES IN NET ASSETS
AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED MARCH 31, 1999

	Province of BC ($ Thousands)	Other Participating Organizations ($ Thousands)	Total ($ Thousands)
INCREASE IN ASSETS			
Net Investment Income	$ 6,245	$ 1,340	$ 7,585
Employers' Contributions	22,569	5,902	28,471
Other	50	-	50
Total Increase in Assets	**$ 28,864**	**$ 7,242**	**$ 36,106**
DECREASE IN ASSETS			
Disability Benefits	$ 18,403	$ 4,945	$ 23,348
Contributions to Other Employee Benefit Plans (1)	2,470	665	3,135
Other	18	-	18
Claims Administration & Actuarial Expense	508	133	641
Rehabilitation Programs	1,031	227	1,258
Program Administration Expense	63	-	63
Claims Review Committee	76	21	97
Total Decrease in Assets	**$ 22,569**	**$ 5,991**	**$ 28,560**
Increase(Decrease) in Net Assets	$ 6,295	$ 1,251	$ 7,546
Net Assets Available for Benefits at Beginning of Year	151,631	32,357	183,988
NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR	**$ 157,926**	**$ 33,608**	**$ 191,534**

(1) As reflected in other benefit sections of this report

PUBLIC SERVICE BENEFIT PLAN ACT
LONG TERM DISABILITY PLAN
SCHEDULE NO. 4
GROSS EXPENDITURE
5 YEAR COMPARATIVE ANALYSIS

Cost Factors:

Decreases in 1997/98 are attributed to a special retirement incentive program (SRIP) which resulted in 248 LTD recipients retiring, thus lowering costs for that fiscal year. Therefore, the costs for 1998/99 appear greater than they actually would have been without the SRIP program.

Year	Gross Expenditure	Percentage Increase(Decrease)
1994/95	$23,249,000	
1995/96	$25,973,000	11.7
1996/97	$27,402,000	5.5
1997/98	$25,269,000	(7.8)
1998/99	$28,560,000	13.0